

DECLARATION AND POWER OF ATTORNEY

As a below-named inventor, I hereby declare that:

My residence, post office address and citizenship  
5 are as stated below next to my name.

I believe I am the original, first and sole  
inventor (if only one name is listed below) or an  
original, first and joint inventor (if plural names are  
listed below) of the subject matter which is claimed  
10 and for which a patent is sought on the invention  
entitled "PHASE COMPENSATED DISTRIBUTED BRAGG  
REFLECTOR", the specification of which is filed  
herewith, and is identified by Attorney's Docket No.  
CORE-83.

15 I hereby state that I have reviewed and understand  
the contents of the above-identified specification,  
including the claims.

I acknowledge the duty to disclose information  
which is material to the examination of this  
20 application in accordance with Title 37, Code of  
Federal Regulations, Section 1.56(a).

I hereby claim priority benefits under Title 35,  
United States Code, Section 119(e), of United States

CORE-83

Provisional Patent Application Serial No. 60/276,402,  
filed 03/16/01 by Kevin J. Knopp et al. for "VERTICAL-  
CAVITY SURFACE-EMITTING LASER WITH CAVITY COMPENSATED  
GAIN" (Attorney's Docket No. CORE-79 PROV).

5 I hereby appoint Pandiscio & Pandiscio, a firm  
composed of Nicholas A. Pandiscio, Registration No.  
17293, Mark J. Pandiscio, Registration No. 30883, Scott  
R. Foster, Registration No. 20570, and James A.  
10 Sheridan, Registration No. 43,114, or any of them, of  
470 Totten Pond Road, Waltham, Massachusetts 02451-  
1914, (Telephone No. 781-290-0060), my attorneys with  
full power of substitution and revocation, to prosecute  
this application and to transact all business in the  
U.S. Patent and Trademark Office connected therewith.

15 I hereby declare that all statements made herein  
of my own knowledge are true and that all statements  
made on information and belief are believed to be true;  
and further that these statements were made with the  
knowledge that willful false statements and the like so  
20 made are punishable by fine or imprisonment, or both,  
under Section 1001 of Title 18 of the United States  
Code and that such willful false statements may

jeopardize the validity of the application or any  
patent issued thereon.

Inventor's signature: \_\_\_\_\_

5 Inventor's full name: Kevin J. Knopp

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10 Citizenship: \_\_\_\_\_

Inventor's signature: \_\_\_\_\_

Inventor's full name: Peidong Wang

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Inventor's signature: \_\_\_\_\_

Inventor's full name: Daryoosh Vakhshoori

Date: \_\_\_\_\_

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Citizenship: \_\_\_\_\_

ALS/CORE83.AP5

CORE-83

Variable	Mean	SD	Min	Max
Age	34.5	10.2	21	55
Gender	0.5	0.5	0	1
Marital status	0.6	0.5	0	1
Education	12.5	1.5	9	16
Income	15.2	5.8	5	35
Health status	1.2	0.4	0	2
Stress level	2.8	1.2	1	5
Life satisfaction	3.5	1.0	1	5
Work engagement	4.2	0.8	2	5
Organizational commitment	3.8	0.9	2	5
Job satisfaction	3.2	0.7	1	5
Turnover intention	1.5	0.6	0	3
Organizational citizenship behavior	2.5	0.8	1	4
Employee well-being	3.0	0.9	1	4
Work-life balance	2.8	0.7	1	4
Job design	3.5	0.8	2	4
Supervisor support	3.2	0.7	2	4
Team cohesion	3.0	0.6	2	4
Organizational culture	3.8	0.9	2	4
Leadership style	3.5	0.8	2	4
Employee engagement	3.2	0.7	2	4
Organizational performance	3.5	0.8	2	4
Customer satisfaction	3.8	0.9	2	4
Employee retention	3.5	0.8	2	4
Organizational innovation	3.2	0.7	2	4
Employee productivity	3.5	0.8	2	4
Organizational reputation	3.8	0.9	2	4
Employee loyalty	3.5	0.8	2	4
Organizational commitment	3.2	0.7	2	4
Employee well-being	3.0	0.6	2	4
Work-life balance	2.8	0.7	1	4
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